



February 25, 2016

Docket No. 50-443

SBK-L-16016

U.S. Nuclear Regulatory Commission
Attn: Document Control Desk
Washington, DC 20555-0001

Seabrook Station
Fitness-For-Duty Program Performance Data Report

In accordance with the requirements of 10 CFR 26.717(e) and 10 CFR 26.203(e), enclosed is the NextEra Energy Seabrook, LLC Fitness-For-Duty Program Performance Data Report and Annual Fatigue Results for 2015. The Fitness-For-Duty Performance Data will also be provided electronically.

Should you have any questions regarding the enclosed report, please contact me at (603) 773-7512.

Sincerely,

NextEra Energy Seabrook, LLC

A handwritten signature in black ink, appearing to read "Michael Ossing", is written over a horizontal line. Below the line, the name "Michael Ossing" and title "Licensing Manager" are printed.

Michael Ossing
Licensing Manager

cc: D. Dorman, NRC Region I Administrator
J. Lamb, NRC Project Manager, Project Directorate I-2
P. Cataldo, NRC Senior Resident Inspector

A021
NSIR

ENCLOSURE to SBK-L-16016

FITNESS FOR DUTY PROGRAM PERFORMANCE DATA

NextEra Energy

Company

2015

Annual Reporting Period

Seabrook Station

Location

Stella M. Dumais

Contact Name

(603) 773-7040

Phone Number

Cutoffs: Screen/Confirmation (ng/ml) & Alcohol (% BAC)

 X 10 CFR 26 Levels identified in Sections 26.103 and 26.163

Testing Results	Licensee Employees		Contractor Personnel	
Average number with Unescorted Access Total: 1147	532		615	
Categories	# Tested	# Positive	# Tested	# Positive
Follow-Up	2	0	82	3
For Cause – Observed Behavior	2	1	2	1
For Cause - Post Event	0	0	3	0
Pre-Access	18	0	1442	25
Random	292	1	321	2
Total	314	2	1850	31

During the reporting period of 2015, **NextEra Energy/Seabrook Station** conducted 2164 drug and alcohol tests in accordance with 10 CFR Part 26. Random test rates are as follows:

POOLS	Reporting Period 2015
Seabrook Station	54.2%

BREAKDOWN OF CONFIRMED POSITIVE TESTS

Site Location	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	
Licensee Employees	1	1	0	0	0	0	0	
Contractors	18	3	0	0	0	3	5	
Total*	19	4	0	0	0	3	5	31

*Does not include 2 subversion attempts.

Management Actions

For the reporting period of 2015, **thirty three (33)** individuals were denied unescorted access authorization after testing positive for drugs or alcohol. By test type, **twenty five (25)** pre-access tests were positive, **three (3)** random tests were positive, **three (3)** follow-up tests were positive and **two (2)** for-cause for observed behavior were positive.

Pre-Access Positive Tests

Eleven (11) initial contractor employees tested positive for **marijuana**. **One (1)** initial contractor employee substituted his specimen. **Three (3)** initial contractor employees tested positive for cocaine. **Three (3)** initial contractor employees refused to test. **Three (3)** update contractor employees tested positive for marijuana. **One (1)** update contractor employee tested positive for alcohol. **One (1)** update contractor employee substituted his specimen. **One (1)** reinstatement contractor tested positive for alcohol. **One (1)** reinstatement contractor tested positive for marijuana. These individuals were denied access.

Random Positive Tests

One (1) licensee supervisor tested positive for marijuana after trying to subvert the process. **One (1)** contractor employee refused to test. **One (1)** contractor employee tested positive for alcohol and was denied. These individuals were denied access.

For Cause – Observed Behavior Tests

One (1) licensee employee tested positive for cocaine. **One (1)** contractor employee refused to test. The contractor employee was permanently denied access.

Follow-Up Tests

Three (3) contractor employees tested positive for marijuana. All were denied access with one individual being permanently denied per the FPL/NextEra program.

Additional Comments

1. There were **nine (9)** subversion attempts / refusals during the **2015** reporting period. **Three (3)** contractor employee tests were considered subverted when their first specimen's temp was out of range. Of those three tests, one person refused the second collection, and one tested positive for cocaine.

One (1) contractor employee provided a specimen with no temperature, and while re-hydrating admitted to bringing in someone else's urine, he lifted his pant leg to show the vial he had used.

One (1) person refused to provide the initial specimen.

One (1) contractor employee didn't report for random after being notified.

One (1) licensee supervisor didn't report when scheduled for random, collection completed 6.5 hours later and tested positive for marijuana.

One (1) individual refused to provide a second specimen under direct observation after he gave less than 15 ml.

One (1) individual was unable to provide a required observed sample, shy bladder process invoked, which the MRO declared there was no evidence of shy bladder and it became a refusal to test.

All individuals were permanently denied access.

2. For the **2015** reporting period, all blind specimens submitted to **Seabrook Station's** HHS-certified laboratory yielded expected results.
3. One call-in test was conducted during the **2015** reporting period, for alcohol only, with negative results.
4. Communicated Access/FFD related Operating Experience bulletins with the appropriate personnel. The communications were completed face to face, through fleet bulletins and in leadership meetings.

Reportable Events

Seabrook Station had **one** reportable event as defined in 10 CFR Part 26.719 during this reporting period.

10 CFR Part 26, Subpart I - Annual Fatigue Results

Summary of Waiver Issuance - 26.203(e)(1)(i-ii)		Number of Waivers Issued																		
Work Hour Controls		Operating or on-site directing of the operations of systems as described in 26.4(a)(1)			Performing health physics or chemistry duties as described in 26.4(a)(2)			Performing duties of a fire brigade member, as described in 26.4(a)(3) *			Performing maintenance or onsite directing of maintenance, as described in 26.4(a)(4)			Performing security duties as described in 26.4(a)(5)			Operating Total	Outage Total (days 1-60)	Outage (after day 60)	Combined Total
		Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)				
Daily Work Hours 26.205(d)(1)	Exceeded 16 work hrs in any 24 hr period															0	0	0	0	
	Exceeded 26 work hrs in any 48 hr period															0	0	0	0	
	Exceeded 72 work hrs in any 7 day period															0	0	0	0	
Rest Breaks 26.205(d)(2)	Less than 10 hr break b/t successive work periods (or 8 hr break accommodating scheduled transition b/t shifts)															0	0	0	0	
	Less than 34 hr break in any 9 day period															0	0	0	0	
Minimum Days Off Per Shift Cycle 26.205(d)(3)	Avg of less than 1 day off per week for 8-hour shifts while operating															0		0		
	Avg of less than 2 days off per week for 10-hour shifts while operating															0		0		
	Avg of less than 2.5 days off per week for 12-hour shifts while operating															0		0		
	Avg of less than 2 days off per week for 12-hour maintenance shifts															0		0		
	Avg of less than 3 days off per week for 12-hour security shifts															0		0		
Minimum Days Off for Outage Activities (during first 60 days of outage) 26.205(d)(4) and 26.205(d)(5)	Less than 3 days off per successive 15-day period 26.205(d)(4)																0			
	Less than 1 day off per 7-day period for maintenance personnel 26.205(d)(4)																0			
	Less than 4 days off per successive 15-day period for security personnel 26.205(d)(4)																0			
Alternate to Minumum Days Off 26.205(d)(7)	54 hour maximum average															0	0	0	0	
TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

* NOTE: For individuals performing fire brigade duties and other duties, please count them only under the fire brigade column. Do not double count these individuals.

10 CFR Part 26, Subpart I - Annual Fatigue Results

Facility Name

Report Period

Seabrook

2015

Distribution of Waiver for Individuals in Each Category - 26.203(e)(1)(iii)

Number of Employees Issued Waivers

Number of Waivers	Operating or on-site directing of the operations of systems, as described in 26.4(a)(1)	Performing health physics or chemistry duties as described in 26.4(a)(2)	Performing duties of a fire brigade member as described in 26.4(a)(3) *	Performing maintenance or onsite directing of maintenance as described in 26.4(a)(4)	Performing security duties as described in 26.4(a)(5)
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11-20					
More than 20					
Total Number of Employees Issued Waivers	0	0	0	0	0
Most Waivers Provided to a Single individual					

* Note: For individuals performing the fire brigade duties, please count them only under fire brigade column. Do not double count these individuals.

Summary of Corrective Actions - 26.203(e)(2)

Analysis of Waiver Assessment Data:

No waivers were required in 2015.

Analysis of Fatigue Assessment Data:

Eight fatigue assessments were conducted in 2015. 1) A "self-declaration" fatigue assessment for a covered Security officer working online hours. The worker was determined to be impaired and given 10 hours off. 2) A "for cause" fatigue assessment for a covered Security officer working online hours. The worker was determined to be impaired and given 10 hours off. 3) A "for cause" fatigue assessment for a covered Operations worker working online hours. The worker was found not to be impaired due to fatigue. 4) A "for cause" fatigue assessment for a covered Chemistry worker working outage hours. The worker was found not to be impaired due to fatigue. 5) A "for cause" fatigue assessment for a noncovered worker working outage hours. The worker was found not to be impaired due to fatigue. 6) A "post-event" fatigue assessment for a covered maintenance worker working outage hours. The worker was found not to be impaired due to fatigue. 7) A "post-event" fatigue assessment for a covered maintenance worker working outage hours. The worker was found not to be impaired due to fatigue. 8) A "follow-up" fatigue assessment for a covered Security officer working outage hours. The worker was found not to be impaired due to fatigue.

Conclusions:

No waivers were required in 2015. Eight fatigue assessments were conducted in 2015. Three assessments were conducted while the plant was online and five conducted during the refueling outage. Of the eight fatigue assessments, only two workers were determined to be impaired and given 10 hours off.

Summary of Status of Corrective Actions:

No corrective actions are required based on the review of waivers and fatigue assessments.